

Missouri Department of Elementary and Secondary Education
Goal 1: Objectives, Strategies and Actions

GOAL 1: All Missouri students will graduate college and career ready.			
OBJECTIVE 1: The percentage of students:			
<p>A. Scoring at or above proficient level on National Assessment of Educational Progress (NAEP) will increase by 1 percentage point at each test administration.</p> <p>B. Scoring at or above proficient level on state assessments will increase each year to exceed 75% of students in all subgroups by 2020.</p> <p>C. Scoring at or above the mean of the top 10 states on college and career ready assessments (e.g. ACT, SAT, COMPASS, ASVAB, TSA) will increase annually.</p>			
STRATEGY 1:	Provide districts and schools access to curriculum resources necessary to ensure high quality instruction aligned to state, national and international standards.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Develop rigorous model curricula based on state standards that include the following components: course descriptions, unit outlines, measurable objectives, assessments (formative, interim benchmark and summative) and scoring guides, a variety of evidence-based instructional strategies, and instructional timelines.	Sharon Helwig (all)	(A1) Provide open access to Model Curriculum for all educators.
ACTION 2:	Design and implement professional development to support implementation of the rigorous model curricula.		(A2) Implement a train the trainer professional development model supported by online resources.

STRATEGY 2:	Promote quality teaching, leading and learning by supporting a continuous improvement process that includes effective leading, teaching and learning practices.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Establish and apply appropriate measures of accountability to guide timely intervention strategies and improvement efforts based on best practices.	Margie Vandeven (all)	(A1) Implement MSIP 5 and ESEA Flexibility measures.
ACTION 2:	Identify, disseminate and support effective intervention practices.		(A2) Implement the Regional School Improvement Team (RSIT) process.
ACTION 3:	Identify, disseminate and promote best practices in teaching, leading and learning.		(A3) Assist schools in their selection of highly effective teaching, leading and learning practices.
ACTION 4:	Provide access to user-friendly data tools to make informed decisions.		(A3) Adopt the final MSIP 5 Resource and Process Standards and Indicators by January 2013. (A4) Develop tools to assist teachers and leaders in analyzing student performance.
OBJECTIVE 2: By 2020, all students will qualify for entrance into postsecondary education/training.			
STRATEGY 1:	Align policies and support with the demands of college and careers.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Identify Missouri future employment, skills and preparation needs.	Sharon Helwig (all)	(A1) Adopted a definition of college and career ready.
ACTION 2:	Develop incentives for districts to maintain a Personal Plan of Study for students in grades 7-12.		(A1) Use MERIC data to identify future workforce needs. (A1) Implement Pathways to Prosperity pilot in St. Louis region.
ACTION 3:	Promote the early identification of at-risk students and the use of effective intervention strategies.		(A2) Develop a statewide initiative to promote effective and consistent use of Personal Plans of Study, grades 7-12. (A3) Provide through the secured MCDS portal a student profile report that will help to identify at-risk students by January 2014.
ACTION 4:	Track and report meaningful indicators of		(A4) Identify common, statewide technical skills assessments that lead to industry-recognized credentials.

college and career readiness in longitudinal data systems.		(A4) Incorporate the Missouri Department of Higher Education's high school feedback report (remediation, Freshman GPA etc.) into the MCDS portal.
--	--	---

**Missouri Department of Elementary and Secondary Education
Goal 2: Objectives, Strategies and Actions**

GOAL 2: All Missouri children will enter kindergarten prepared to be successful in school.

OBJECTIVE 1:

- A. The percentage of young children (birth to kindergarten entry) who receive developmental and health screenings will increase by 2% annually.**
- B. The number of parent education visits to families with young children will increase by 2% annually.**
- C. The number of parent education visits to high needs families of young children will increase by 2% annually.**

STRATEGY 1:	Make information available to families and community stakeholders about developmental and health screenings for young children.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Gather information from health departments, Head Start agencies, public schools, First Steps offices, etc. to determine types, locations and number of developmental and health screenings.	All	(A1) Applied for a second Home Visiting Grant with Missouri Department of Health and Senior Services and, if awarded, would add Parent as Teachers (PAT) monies to St. Louis Public Schools.
ACTION 2:	Implement a coordinated campaign to inform families and community stakeholders of the importance of developmental and health screenings.		(A2) Work with a group of trainers to provide a PAT track at the 2013 Conference on the Young Years. The conference will include approximately 350 parent educators, based on attendance in FY12.
STRATEGY 2:	Disseminate information to school boards, administrators and teachers to help them maximize educational and support services to all families of young children, especially high needs families.	Office & Person(s) Responsible	FY 13 Targets

ACTION 1:	Work with parenting and family support groups to develop and distribute materials related to the importance of parenting education to school boards, administrators and teachers.	All	(A1) Assist the Parents as Teachers National Center in distributing information to schools.
ACTION 2:	Develop implementation and financial strategies to increase the number of family supports provided to young families, especially high-needs families.		(A2) Require Parents as Teachers programs to assign Missouri Student Information System (MOSIS) to facilitate improved data sharing capabilities.
OBJECTIVE 2: The percentage of early childhood programs for Missouri's infants, toddlers and preschoolers that meet established quality standards will increase by 2% annually.			
STRATEGY 1:	Inform all stakeholders about the necessity of high quality early learning programs.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Develop a list of early learning programs in Missouri.	All	
ACTION 2:	Distribute research-based information to schools and community leaders related to the importance of high quality early learning programs.	Sarah Potter	(A2) Lead the Now for Later campaign in FY13. The goal is to add 10 business-related companies to the sponsor list in FY13.
STRATEGY 2:	Develop and disseminate to all early learning programs/professionals the early learning standards that define quality programs and services and models using multiple funding sources to support early learning services.	Office & Person(s) Responsible	FY 13 Targets

ACTION 1:	Provide professional development on Early Learning Program Standards.	All	(A1) Gather feedback from teachers, college faculty, etc., on the Early Learning Standards throughout 2012-13 year and finalize for State Board approval in June 2013.
ACTION 2:	Provide professional development on Missouri's Early Learning Standards.		
ACTION 3:	Develop and utilize a statewide early childhood assessment system to evaluate program and teacher quality and child performance.		(A3) Pilot early childhood assessment tools for children ages 3 through Kindergarten.
ACTION 4:	Develop and disseminate models of funding strategies for districts and community-based programs that support integrated early learning programs.		
STRATEGY 3:	Provide a list of high quality early learning programs to families and community stakeholders.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Define the criteria and process for identifying quality programs based on the program standards.	All	
ACTION 2:	Distribute the program standards and the process by which they will be reviewed to all early childhood programs in Missouri.		

Missouri Department of Elementary and Secondary Education
Goal 3: Objectives, Strategies and Actions

GOAL 3: Missouri will prepare, develop and support effective educators.			
OBJECTIVE 1: By 2020, all candidates completing preparation programs will be highly effective as defined by a uniform set of performance data points.			
STRATEGY 1:	Develop and implement a process for approving and accrediting educator preparation programs based on current research and student achievement.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Revise the Missouri Standards for Teacher Education Programs (MoSTEP) accreditation process to include a connection between educator and student growth and achievement.	Karla Eslinger (all)	(A1) Revise the State Board rule to adopt the new Educator Preparation Program standards. (A1) Establish the minimum requirements for program approval. (A1) Establish the indicators to determine accreditation.
ACTION 2:	Anchor the approval and accreditation process for preparation programs on the educator candidates' ability to demonstrate mastery of the Missouri Educator Standards.		(A2) Create the Educator Preparation Annual Performance Report (Ed Prep APR) scoring guide.
ACTION 3:	Determine effectiveness of the new Educator Preparation Program approval and accreditation.		(A3) Establish the evaluation process to determine effectiveness of the new Educator Preparation Program approval and accreditation by June 2013.
OBJECTIVE 2: By 2020, all educators will be highly effective.			
STRATEGY 2:	Ensure districts implement the Seven Essential Principles of a quality evaluation system. Provide districts access to educator evaluation resources aligned to the Missouri Educator Standards.	Office & Person(s) Responsible	FY 13 Targets

ACTION 1:	Build educator capacity on the Seven Essential Principles of a quality evaluation system.	Karla Eslinger (all)	(A1) Provide training on the Seven Essential Principles/Model Evaluation System. (A2) Pilot and continue development of the Missouri Educator Evaluation Model.
ACTION 2:	Implement a model evaluation system that is aligned to the Seven Essential Principles of a quality evaluation system.		
ACTION 3:	Create a monitoring process to determine district alignment with-- and effectiveness of--the Seven Essential Principles of a quality evaluation system.		(A3) Conduct regional audits to determine strengths and weaknesses with implementation of the Seven Essential Principles of a quality educator evaluation system.
STRATEGY 3:	Ensure certification practices support current needs.		FY 13 Targets
ACTION 1:	Create a flexible standards based certification system to respond to changing needs and opportunities.	Karla Eslinger (all)	(A1) Conduct an audit of current certification requirements and assessments to remove barriers and support current needs.
ACTION 2:	Ensure a safe learning environment for students.		(A2) Develop, in cooperation with the Missouri Highway Patrol, an online system to identify and notify districts and the Department of any criminal activity for individuals who hold Missouri certification by June 2013.
ACTION 3:	Develop a continued certification process that is aligned to educator evaluation results and critical shortage areas.		(A3) Research a forecast model to anticipate teacher certification shortage areas by region by June 2013.

Missouri Department of Elementary and Secondary Education
Goal 4: Objectives, Strategies, and Actions

GOAL 4: The Missouri Department of Elementary and Secondary Education will improve departmental efficiency and operational effectiveness.			
OBJECTIVE 1: Annually 90% of the Top 10x20 plan targets will meet or exceed process and progress measures.			
STRATEGY 1:	Annually establish plan targets which include process and progress measures.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Document office activities related to the implementation of the Top 10x20 plan.	All	(A1) Align internal operations to support the Top 10x20 plan. (A1) Implement a contract/management system by July 2013.

ACTION 2:	Provide staff development and support for effective implementation of the Top 10x20 plan.		(A1) Review and revise research agenda to support the Top 10x20 plan by November 2012. (A2) Develop a systematic training and events calendar (internal and external) by July 2013.
STRATEGY 2:	Develop an efficient data management system to assist school districts and the Department in decision making processes.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	Implement web-based tools for data collection and reporting.	Leigh Ann Grant (all)	(A1) Develop timeline and implementation plan for the Top 10x20 by October 2012. (A1) Review and publish existing data collection and data reporting standards by April 2013.
ACTION 2:	Implement data assurance standards.		(A2) Identify and prioritize high stakes accountability measures to develop a plan to ensure data quality checks and begin implementation by January 2013.
ACTION 3:	Develop web-based training modules for internal/external users.		(A3) Provide webinars on the functionality of the MCDS Portal by November 2012.
ACTION 4:	Review infrastructure used to manage data processing and reporting.		(A4) Continually review and update existing systems to improve functionality. (A4) Migrate existing systems to latest state platforms by January 2013. (A4) Implement new security roles and functions to allow additional users appropriate access to needed information by January 2013.
STRATEGY 3:	Provide an effective communications process that supports the mission and goals of the Department's Top 10x20 plan.	Office & Person(s) Responsible	FY 13 Targets
ACTION 1:	The Department will increase awareness of the Top 10x20 plan by refocusing the Communications Office work on marketing the Top 10x20.	Sarah Potter (all)	(A1) Identify, inform, and engage target audiences for selected strategies and action steps continuously throughout the year.
ACTION 2:	Explore and consistently use effective communication technologies to share information.		(A2) Increase social media participation by 40% by July 2013. (A2) Increase e-newsletter participation by 10% by July 2013.

ACTION 3:	Provide policies/procedures and staff development to ensure effective and consistent communication methods and customer support.	(A3) Update style guides and update training related to new communication tools by April 2013.
ACTION 4:	Develop measures to determine the effectiveness of the communications process.	